

**WERT-ZU-ON FARBGEFÜHLEN NACH-ZU**

Department of Defense

# **CIVILIAN MANPOWER STATISTICS**

**MARCH 31, 1996**

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
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## FOREWORD

*Civilian Manpower Statistics* (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY: Extracts of information presented in this publication are available on DefenseLINK, a World Wide Web server on the Internet, at the following address: <http://web1.whs.osd.mil/mmids/mmidshome.htm>.

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TABLE 1

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - March 31, 1996**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	821,910	259,086	239,934	182,684	140,206
INDIRECT HIRE	781,246	237,812	229,556	176,022	137,856
	40,664	21,274	10,378	6,662	2,350
GRAND TOTAL EMPLOYMENT	823,618	259,389	240,979	182,878	140,372
DIRECT HIRE	782,954	238,115	230,601	176,216	138,022
INDIRECT HIRE	40,664	21,274	10,378	6,662	2,350
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	26,985	26,984	0	1	0
GRAND TOTAL EMPLOYMENT	27,521	27,520	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	848,895	286,070	239,934	182,685	140,206
INDIRECT HIRE	808,231	264,796	229,556	176,023	137,856
	40,664	21,274	10,378	6,662	2,350
GRAND TOTAL EMPLOYMENT	851,139	286,909	240,979	182,879	140,372
DIRECT HIRE	810,475	265,635	230,601	176,217	138,022
INDIRECT HIRE	40,664	21,274	10,378	6,662	2,350

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF - 113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 92	30 SEP 93	30 SEP 94	30 SEP 95	31 JAN 96	29 FEB 96	31 MAR 96	
MILITARY FUNCTIONS								
DIRECT HIRE a/	1,003,209	935,875	891,100	842,919	823,922	823,238	821,910	
INDIRECT HIRE b/	942,516	884,216	844,395	800,583	783,208	782,513	781,246	
ARMY	60,693	51,659	46,705	42,336	40,714	40,725	40,664	
DIRECT HIRE	333,691	295,032	278,522	266,205	258,867	258,685	259,086	
INDIRECT HIRE	294,689	264,821	252,559	243,200	237,442	237,312	237,812	
NAVY	39,002	30,211	25,963	23,005	21,425	21,373	21,274	
DIRECT HIRE	309,490	285,934	266,337	247,760	241,339	240,943	239,934	
INDIRECT HIRE	299,396	275,596	255,894	237,404	230,961	230,589	229,556	
AIR FORCE	10,094	10,338	10,443	10,356	10,378	10,354	10,378	
DIRECT HIRE	214,796	201,991	196,077	186,545	182,811	182,868	182,684	
INDIRECT HIRE	206,144	193,745	188,434	179,907	176,233	176,203	176,022	
OTHER DoD ORGANIZATIONS c/	8,652	8,246	7,643	6,638	6,578	6,665	6,662	
DIRECT HIRE	145,232	152,918	150,164	142,409	140,905	140,742	140,206	
INDIRECT HIRE	142,287	150,054	147,508	140,072	138,572	138,409	137,856	
	2,945	2,864	2,656	2,337	2,333	2,333	2,350	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	29,474	28,535	27,959	29,080	26,692	26,821	26,985	
ARMY	29,473	28,534	27,958	29,079	26,691	26,820	26,984	
AIR FORCE	1	1	1	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,032,683	964,410	919,059	871,999	850,614	850,059	848,895	
DIRECT HIRE a/	971,990	912,751	872,354	829,663	809,900	809,334	808,231	
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	40,714	40,725	40,664	

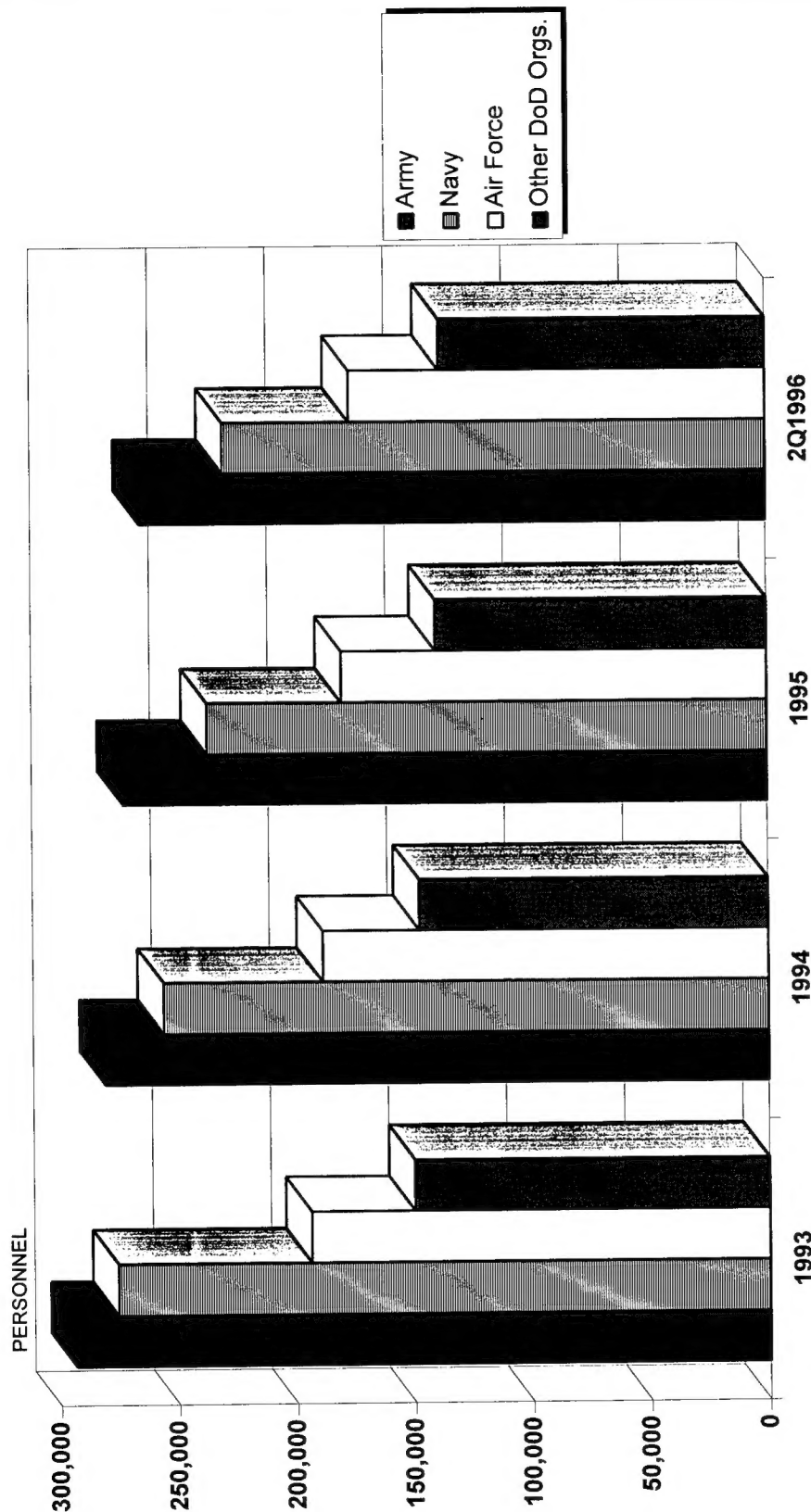
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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# TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS

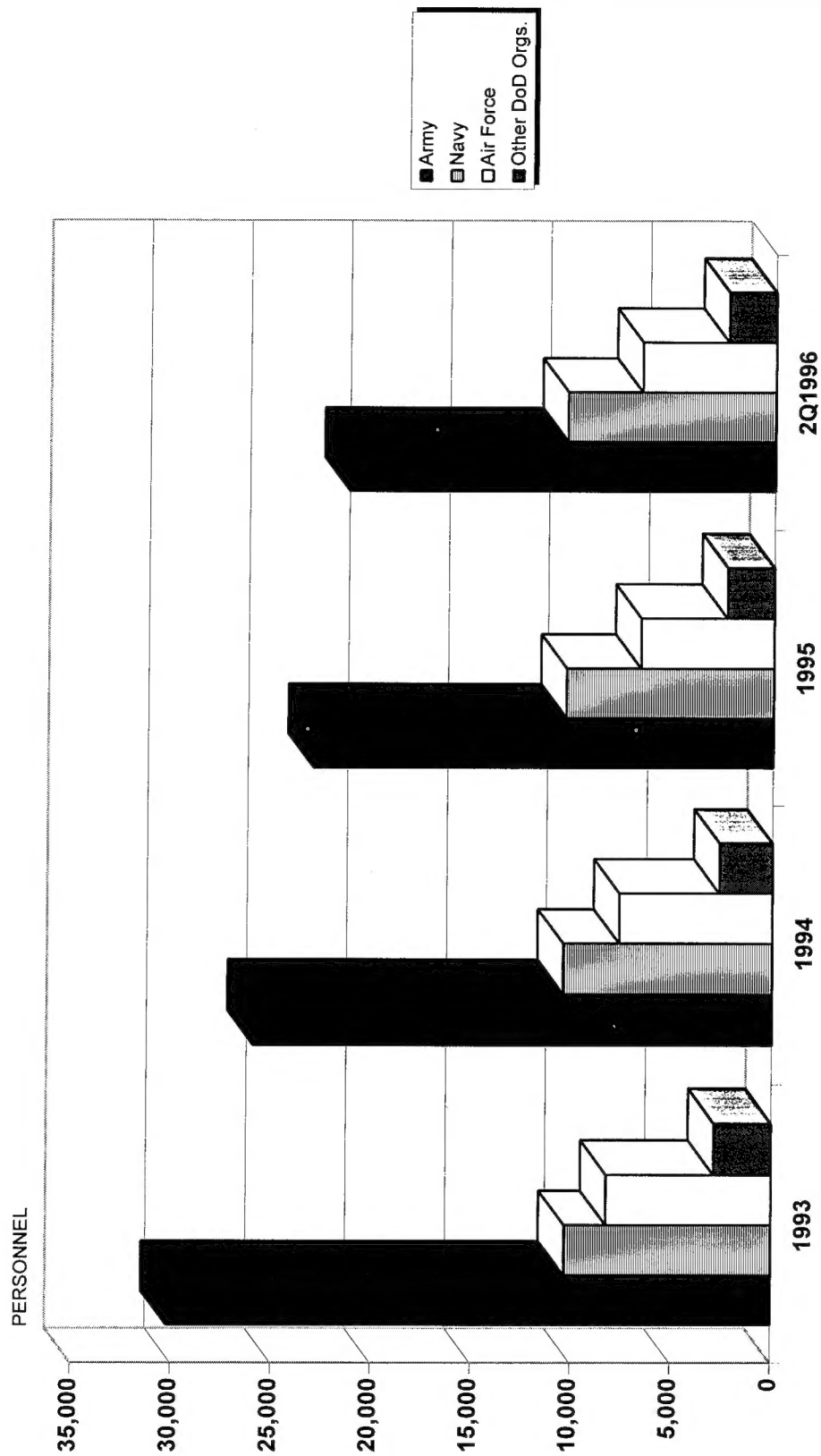


FISCAL YEAR

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FIGURE 1

# **TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS**



FISCAL YEAR

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FIGURE 2



TABLE 3

**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 96	28 FEB 96	31 MAR 96	30 SEP 96	31 JAN 96	29 FEB 96	31 MAR 96
<b>MILITARY FUNCTIONS</b>							
ARMY	783,208	782,513	781,246	783,238	711,545	710,561	708,527
NAVY	237,442	237,312	237,812	239,568	210,277	210,063	210,034
AIR FORCE	230,961	230,589	229,556	229,242	218,575	218,131	217,101
	176,233	176,203	176,022	176,547	163,550	163,451	163,029
<b>OSD &amp; ORGANIZATIONS SERVICED b/</b>							
DCPMS	4,783	4,793	4,687	5,137	4,597	4,599	4,499
DeCA	379	381	374	390	369	370	363
DCAA	18,633	18,542	18,516	18,170	9,843	9,864	9,868
DFAS	4,919	4,907	4,891	4,814	4,824	4,808	4,788
DISA	22,894	22,885	22,795	23,275	21,575	21,569	21,498
DIS	6,817	6,790	6,756	7,810	6,582	6,561	6,542
DLA	2,775	2,767	2,757	2,682	2,726	2,718	2,708
DMA	49,278	49,183	49,006	48,594	47,910	47,793	47,510
DNA	7,088	7,083	7,063	6,960	6,901	6,894	6,870
DSA c/	562	562	567	604	537	535	539
DoDA	463	460	453	492	443	440	432
DoD IG	17,368	17,461	17,412	16,138	10,491	10,447	10,343
DICA d/	1,519	1,494	1,481	1,466	1,509	1,485	1,472
OSIA	304	306	306	352	295	294	295
USUHS	790	795	792	997	541	539	536
<b>CIVIL FUNCTIONS</b>							
ARMY	26,692	26,821	26,985	N/A	24,497	24,569	24,653
AIR FORCE	26,691	26,820	26,984	N/A	24,496	24,568	24,652
	1	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	809,900	809,334	808,231	N/A	736,042	735,130	733,180

a/ See the Glossary for Component names.

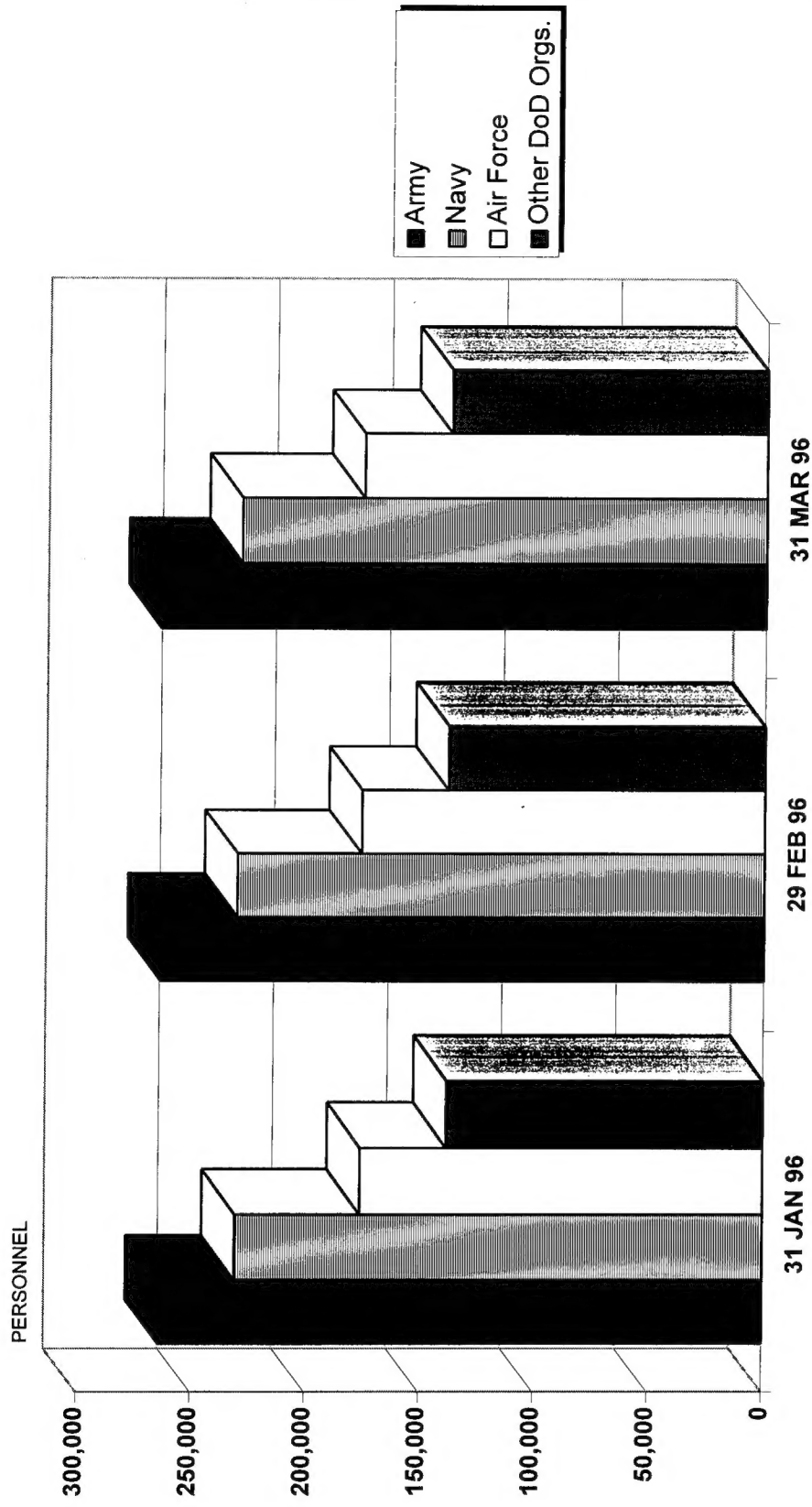
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



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FIGURE 3

TABLE 4

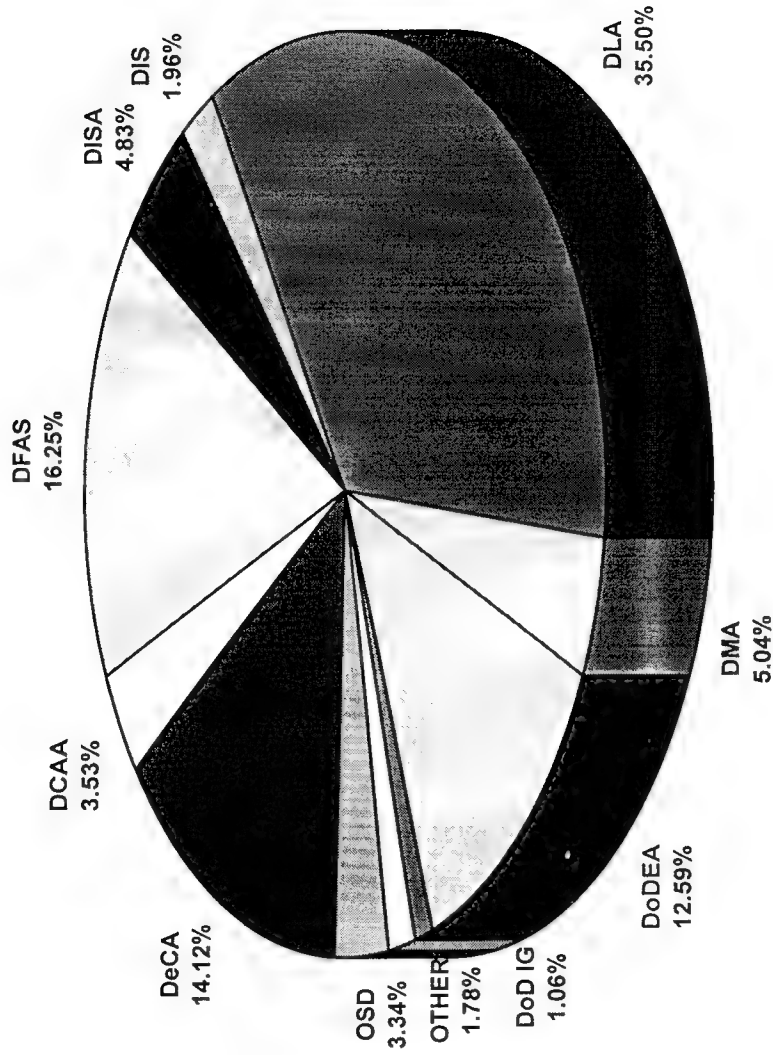
**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - March 31, 1996 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,690	4,687	3
DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE	374	374	0
DEFENSE COMMISSARY AGENCY	19,814	18,534	1,280
DEFENSE CONTRACT AUDIT AGENCY	4,951	4,946	5
DEFENSE FINANCE AND ACCOUNTING SERVICE	22,816	22,816	0
DEFENSE INFORMATION SYSTEMS AGENCY	6,785	6,765	20
DEFENSE INVESTIGATIVE SERVICE	2,757	2,757	0
DEFENSE LOGISTICS AGENCY	49,829	49,049	780
DEFENSE MAPPING AGENCY	7,077	7,077	0
DEFENSE NUCLEAR AGENCY	567	567	0
DEFENSE SUPPORT ACTIVITIES	459	459	0
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	17,673	17,412	261
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,482	1,481	1
ON-SITE INSPECTION AGENCY	306	306	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	792	792	0
TOTAL	140,372	138,022	2,350

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT - MARCH 31, 1996



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Excludes Military Departments

FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - March 31, 1996 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	810,475	265,635	230,601	176,217	138,022
BY STATUS					
FULL-TIME	786,863	260,504	228,100	173,991	124,268
PART-TIME	18,555	4,962	2,281	2,025	9,287
INTERMITTENT	5,057	169	220	201	4,467
BY CAREER SERVICE CATEGORY					
COMPETITIVE	683,110	214,610	212,919	140,595	114,986
EXCEPTED AND SES	127,365	51,025	17,682	35,622	23,036
BY TYPE OF APPOINTMENT					
PERMANENT	745,720	237,503	219,011	164,097	125,109
TEMPORARY/INDEFINITE	64,755	28,132	11,590	12,120	12,913
BY CITIZENSHIP					
U.S. CITIZENS	792,450	255,220	227,167	173,238	136,825
NON-CITIZENS	18,025	10,415	3,434	2,979	1,197
BY LABOR CATEGORY					
SALARIED	609,276	206,983	167,131	118,579	116,583
WAGE BOARD	201,199	58,652	63,470	57,638	21,439

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1996 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	810,475	265,635	230,601	176,217	138,022
UNITED STATES	748,171	239,376	219,605	168,347	120,843
BY LOCATION					
WASHINGTON, D.C., SMSA c/	79,126	22,546	31,945	5,537	19,098
REMAINDER OF U. S.	669,045	216,830	187,660	162,810	101,745
BY LABOR CATEGORY					
SALARIED	555,611	183,960	159,321	111,500	100,830
WAGE BOARD	192,560	55,416	60,284	56,847	20,013
BY CITIZENSHIP					
U. S. CITIZENS	747,789	239,133	219,532	168,335	120,789
NON-CITIZENS	382	243	73	12	54
U. S. TERRITORIES	7,009	1,133	3,785	837	1,254
BY LABOR CATEGORY					
SALARIED	4,075	823	1,925	415	912
WAGE BOARD	2,934	310	1,860	422	342
BY CITIZENSHIP					
U. S. CITIZENS	6,998	1,128	3,783	835	1,252
NON-CITIZENS	11	5	2	2	2
FOREIGN COUNTRIES	55,295	25,126	7,211	7,033	15,925
BY LABOR CATEGORY					
SALARIED	49,590	22,200	5,885	6,664	14,841
WAGE BOARD	5,705	2,926	1,326	369	1,084
BY CITIZENSHIP					
U. S. CITIZENS	37,663	14,959	3,852	4,068	14,784
NON-CITIZENS	17,632	10,167	3,359	2,965	1,141

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - March 31, 1996**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	608	564	0	2	42
GERMANY	18,748	14,804	0	2,584	1,360
GREECE	12	7	0	5	0
GUAM	4	0	4	0	0
JAPAN	17,344	3,304	9,290	4,054	696
KOREA	2,315	2,315	0	0	0
LUXEMBOURG	8	8	0	0	0
NETHERLANDS	259	221	0	2	36
SINGAPORE	3	0	0	0	3
SPAIN	1,158	0	1,084	15	59
TURKEY	42	38	0	0	4
UNITED KINGDOM	163	13	0	0	150
TOTAL	40,664	21,274	10,378	6,662	2,350

a/See the Glossary for a list of Other DoD Organizations.

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# GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Former OMB Ceiling Employment.** Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

**Military Functions.** Activities normally associated with the Uniformed Services.



### **OTHER DoD ORGANIZATIONS**

- \* Office of the Secretary of Defense (OSD)
- \* Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \* U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- \*\* Defense Support Activities (DSAs)

### **Department of Defense Agencies:**

- \* Ballistic Missile Defense Organization (BMDO)
- \* Defense Advanced Research Projects Agency (DARPA)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \* Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \* Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

### **Department of Defense Field Activities:**

- \* American Forces Information Service (AFIS)
- \*\* Defense Civilian Personnel Management Service (DCPMS)
- \* Defense Medical Programs Activity (DMPA)
- \* Defense Prisoner of War/Missing in Action Office (DPMO)
- \* Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \*\*\* Drug Interdiction and Counter-Narcotics Account (DICA)
- \* Office of Civilian Health and Medical Program for the Uniformed Services (OCHAMPUS)
- \* Office of Economic Adjustment (OEA)
- \* Washington Headquarters Services (WHS)

NOTE: \* Organizations serviced by OSD.

\*\* Organizations serviced by DLA and DISA.

\*\*\* Organization serviced by Military Services and selected DoD organizations.

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

**Salaried Employees.** Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

**Senior Executive Service (SES).** Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

**Standard Metropolitan Statistical Area (SMSA).** Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

**Total Paid Civilian Employment.** Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

**Wage System Employees.** Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)